

CODE OF CARE

- Expect and accept discomfort
- Listen to understand, not to respond
- Be accountable for your words and behaviors
- Practice self-care
- Protect confidentiality of who shared what
- Expect non-closure

EPAP General Meeting

February 23, 2022

EPAP Decision Making Process

- Current Process: Full Consensus
- Refer to Structures Document
- We would like to ask EPAP Member about the Consensus Process and to see if adjusting the process or moving to another system would appeal to our members.

- DECISION-MAKING
- The EPAP will craft and recommend approaches and solutions that are workable for a wide range of needs and interests, based upon the ‘Guiding Principles’ identified above. **The EPAP operates using a consensus model.** Committees and Subcommittees can make public statements that are specific to their group. **Proposals seeking approval from the general EPAP will be decided by Participating Agreement (PA) signing members.** Committee, Subcommittee, or Workgroup consensus participation requires attendance at two (2) meetings and a commitment to future regular attendance.
- EPAP Committees, Subcommittees, and Workgroups will engage in open and constructive dialogue among all attendees, seek input from other stakeholder groups, and ensure that diverging opinions are openly aired, discussed, and documented. People either individually or organizationally positioned to have conflict of interest based on individual or organizational affiliation in decision making are expected to participate in the discussion and disclose the conflict of interest to the group, but to abstain when consensus is being sought. If another group participant perceives someone has an undisclosed conflict of interest, this should be raised prior to seeking consensus. If the individual wants the abstention to be identified, this will be accommodated in the notes.
- Should consensus not be established on a proposal brought to a meeting, the proposer is welcome to circulate the proposal for individual signatures and the people demonstrating strong opinions are encouraged to meet separately to negotiate a solution and to request time on the next meeting agenda to bring another proposal for consideration.

Decision Making

- Full Consensus- everyone (all EPAP PA Members) agree
- Consensus minus two- everyone (all EPAP PA Members) with exception of two present agree
- Fist to Five Consensus- everyone vote on a scale of 0 to 5 on how much they agree on a position
- Majority Vote- with everyone (all EPAP PA Members) voting, the position with the most votes wins. This could be defined more as to have at least 50% plus 1 person agree with the decision.

Current Issues:

- Not clear on Participating Members guidelines. Active vs Nonactive.
- No clear scope of who makes what decisions? Authority of the Advocate, Co-Chairs, or Committee; City Program vs Community Desires; Participation in Coalitions? Needs to be clear on what matters should be brought before the Group (letters, actions, changes to documents, internal policies and procedures)
- Inability for PA Member to object and work still moving forward. Pressure for Groupthink actions or to sign onto something they might not fully agree with.
- Not clear process for objecting. Once a proposal does not reach consensus, what is the responsibility of the objector with the proposal?
- Filibuster Concerns- no measures put in place that would prevent someone for becoming a PA Member and objecting to all actions. No review process to see if PA Member shares the values and mission of the organization.

What can be done to address these issues:

- Change to the Structures Document about Decision Making by a majority vote of the General Membership.
- Training/On-Boarding process for new members
- Creation of Equity Statement and Lens
- Update Membership Guidelines in Structures Document
- Clear Scope on what actions need to be brought before the General Membership

Alternatives/Adjustments to current process:

- Consensus minus two- everyone (all EPAP PA Members) with exception of two present agree
- Majority Vote- with everyone (all EPAP PA Members) voting, the position with the most votes win. This could be defined more as to have at least 50% plus 1 person agree with the decision.
- Super Majority Vote- with everyone (all EPAP PA Members) voting, the position with the high majority of votes wins. This could be defined more as to have at least 60% or 75% agree with the decision.

Consensus minus two- everyone (all EPAP PA Members) with exception of two present agree

- Does address most of the issues shared
- Would force someone who objects to convince others to object as well. Collaboration.
- Allows for someone to be on record disagreeing without stopping the work.
- Disagreements Conversations (after consensus was blocked) would be in group setting

Majority Vote- with everyone (all EPAP PA Members) voting, the position with the most votes win. This could be defined more as to have at least 50% plus 1 person agree with the decision.

- Does address most of the issues shared
- Allows for someone to be on record disagreeing without stopping the work.
- Does foster an environment for quick group decision making
- A system that most community members are familiar with
- Does create a majority system with no equity voice protected. Potential minority thinkers to be marginalized in process. Other systems need to be created alongside this.

Super Majority Vote- with everyone (all EPAP PA Members) voting, the position with the high majority of votes wins. This could be defined more as to have at least 60% or 75% agree with the decision.

- Does address most of the issues shared
- Allows for someone to be on record disagreeing without stopping the work.
- Forces the Proposer to work harder to get more votes
- A system that most community members are familiar with
- Does create a majority system with no equity voice protected. Potential minority thinkers to be marginalized in process. Other systems need to be created alongside this.

Options for EPAP Moving Forward:

- Full Consensus
- Consensus minus two
- Majority Vote
- Super Majority Vote

Next Steps:

- At our March General Meeting, the Operations Committee will be putting forth a proposal to the General Membership on how we would like to make group decisions moving forward.
- This will be done by vote. We will present all 4 options and ask everyone to vote. If there is not a clear winner of the 4 options, then the group will proceed to vote again on the two options that received the highest votes. Then an option will be selected and immediately be in effect.

Questions

EPAP Strengths & Challenges Assessment: Community Feedback and Conversation

- We would like to hear thoughts, feelings, and reaction of community members on the EPAP Strengthens and Challenges Assessment.
- As we want to hear from as many members as possible, we are asking everyone to limit comments to 2 minutes
- Comments can also be sent to JR Lilly by email

We would like to continue the conversation about the recommendations mentioned in the EPAP Strengthens and Challenges Assessment and share some options brought up in the Operations Committee Meeting.

- **Mainly 3 Options being discussed are:**
 - **Retire EPAP as an organization-** potentially an 18-month process where we find ways to celebrate our accomplishments, produce a final report, and make recommendations to the City on how to continue engaging East Portland.
 - **Partnering with other East Portland Advocacy Organizations with the intention to transfer resources to a new partner-** Details will still need to be explored but this option would seek out a community partner like the East Portland Resilience Coalition to see if we can find a way to partner and allow them to take the lead over time.
 - **Scale Down Operations and Scope of Work-** to restructure operations and retire areas to better fit our capacity.

Updates:

- Since then we have been hearing a desire to continue EPAP as an organization and to move towards major updates that address the Assessment Findings.
- Commissioner Hardesty has expressed her support of an update for our structure and will support as she and her staff are able. She requests a Work Plan with a Timeline to have ready in case there are questions about next fiscal year's budget (End of March).
- Government and Community Partners have expressed the continuation of our programs

Advocates suggestions to a plan to update EPAP Structure. We need to:

1. Address Decision Making Model problems by coming up with a new model or to find a way to make the existing model work for our group.
2. Clarify Participating Membership (Individual & Organization) Guidelines with responsibilities, inactive vs active status, and training.
3. Create a pipeline for membership recruitment and leadership development which includes an outreach plan, partnership & relations, and clear leadership responsibilities.
4. Develop Accountability Measures for Leadership (and possible disciplinary/mediation action)
5. Create clear guidelines for the role of the Advocate that includes a clear division of labor, accountability, and more balanced job description.
6. Address and define the relationship with the City (Budget and Advocate Position) as we do not current sit in the City's Committee, Commission, and Boards framework.
7. Development a Racial Equity Statement and lens that we operate from
8. Create a way for our group to develop/update ongoing Vision and Agenda creation (amending vision/direction/priorities)

Fun Examples (NOT RECOMMENDATIONS)

East Portland Action Commission (EPAC)

- Become a City of Portland Commission of 9 Community Members that are appointed by City Council. Meeting once a quarter to vote on action items. Assign Commissioners to Committees like Anti-Displacement, Community Building, and Infostructure Improvements.
- (Portland Commission on Disability; Portland Human Rights Commission)

Coalition for East Portland (CEP)

- Become a Coalition of Organizations and Community Members that primarily work on community engagement efforts for Government Programs. With a mission of education and uplifting East Portland Community Voices in government circles.
- (Coalition of Communities of Color; Portland United Against Hate; East County Rising)

East Portland Action Network (EPAN)

- Individual Membership Based Organization that educates community members on government programs and projects that effect East Portland Residents. Host conversation where East Portland residents have access to decisions being made that effect East Portland.
- (League of Women Voters; City Club)